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Effective Outlook

By Dr. Mary M. Rydesky
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Owner, Transition Management

Adam Grant, a well-spoken business consultant, recently remarked on how we affect each other's mental outlook. He noted that suggesting people look on the bright side is, as best, ineffective. Instead, let others know you are on their side. This is the communication of empathy,

I recently had an opportunity to try Grant's approach. A colleague had a house fire two weeks ago while out of state. When the fire department arrived, her two beloved pets escaped -- just about the time Alaska temperatures dove to the single digits. What do you say in such a situation? Certainly, a comment about the bright side would have been meaningless! There is little that can make a pet mom feel better at a time like this.

Grant remarked that even if you can't help [others] feel better, you can help them feel seen. So I asked her – what might I do to help? She diligently volunteers for a cat rescue group…what was lost in the fire that I might replace? Another question was what was something I could do that would brighten her day?

The point was that I interacted with her, chatting back and forth, asking her to share her perspective. By asking, I prevented myself from saying something weak, like it will be better tomorrow, Hang in there. I dropped by her office with a plate of cookies and a card to say 'thinking of you.' I hope she sees I am still seeing her, still connecting human to human.

Three Things to Determine When Interviewing to Hire

By Dr. Mary M. Rydesky
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Among recruiters, there is a saying: ask any question of a candidate so long as it helps you determine one of three things:

* can you (the candidate) do the job
* will you do the job, and
* will you fit my team

These three managerial concerns are behind all useful interview questions. Have you stopped to ask which you are exploring with each of your questions?

Unfortunately, some interview questions have become standard. Many of them are more of a ritual than an effective tool. They do not adequately assess any of the three issues of competency, motivation, and fit. These questions include:

* What are your greatest strengths/ weaknesses?
* What makes you unique?
* How do you handle conflict/stress/ pressure?
* Why should I hire you?
* Where do you plan to be in 5/10 years?
* Are you (fill in the blank with traits you seek)?

Even if these questions were unfamiliar to candidates, and if candidates never read "1000 Ways to Finesse Your Answers", interview questions such as these would have little value. Think about it: for the most part, a short series of queries fails to produce adequate information by which we can determine others' skills and abilities, personality, or traits. In fact, interview results were shown to be poor predictors of performance (Shpancer, 2020).

Truth or …

And there is more. According to Weiss and Feldman (2006), 81% of candidates lie in interviews. So, what are managers to do?

EOY & JOY

2022, as a year, is almost for the books. Through the last few years, we've witnessed a lot. And maybe for this reason, I look forward to 2023 and what I've seen as a slow return to normalcy—whatever that really means!

In terms of what we do as a business, what's "normal" is that we see a consistent rise in cyber-attacks and its related followers. Thwarting attacks means doing the best we can to keep up with the hackers, nation state criminals, and basement dwelling cretins that are scamming, scheming, and scraping for your information. It isn't enough to expect one, or even two, layers of defense to protect a business. Or your personal life.

Proof of this is the difference in how insurers are asking questions. Instead of a few questions that cover "tell us about your network", they now want to know not only about your network, but also how you back up your data, test those backups, and where that data is being stored. They want to know if you're using EDR, MDR, or XDR, if you have a SOC, and are you keeping your computers patched against vulnerabilities. Do you have policies in place? Are they followed. It's almost intrusive (and you can put a line through almost).

To keep this brief, I'll stop there except to say that insurers will do anything they can to avoid paying out a claim. Which means that it's crucial that your business has the layers of protection, service, and support required to mitigate any damage should your business get breached or compromised.

Stepping into December, we reach the End of the Year. Which is also a point of joy—at least for me—because we've spent our time doing the work necessary to provide safe work environments for your users. Knowing our success rate at preventing ransomware, malware, and data breaches allows us to sleep at night. We use quality tools that work for you to avoid BEC's (Business Email Compromise), that protect users from mouse clicks on hazardous links, that scan your network & infrastructure for unexpected changes, or that scan your computers for malware. We can even provide XDR & SOC services (eXtended Detection & Response and Security Operation Center) plus cyber-liability insurance.

Stepping into 2023, our goals are to continue to provide your business with the protections needed in this ever-evolving environment of change. At the same time, providing your users with high service & support availability at the network, user, and data resource levels. It's what keeps you in business, whether you're the owner or an employee.

And with all of that, there's comfort, peace, and joy through the year which all adds up to a Merry Christmas & Happy New Year to all.

Dan

NVMe vs SSD - Difference you MUST know!

Are SSD's the best and fastest hardware to store data? Think again! Since 2012, NVMe's begun to populate the market, but they were expensive and the average customer still preferred HDD's due to the lower cost and some SSD's. Now that the price of NVMe's have dropped and some are even close to SSD's with the same size.

So what's the difference? Are NVMe's worth it or are they overlooked? Today, we are going to compare in depth, the SSD (with SATA connection) with an NVMe (mainly M.2) and see where an SSD can be better and where an NVMe takes the lead.

What is an SSD and what is an NVMe?

Before we dive into the in-depth comparison of those two, we need to understand what an SSD and what a NVMe is. This will help us to compare those two and get a better understanding.

What is an SSD? A Solid State Drive (SSD) is a type of a storage device which uses flash-based memory with integrated circuitry to store data. An SSD is not to be confused with a Hard Disk Drive (often known as simply "Hard Drive") which uses movable parts while the SSD doesn't use any movable parts. Up until 2010, they were still very expensive and costed about as much as an expensive laptop. From 2010, they begun to become more affordable and more companies started to use them for laptops, especially Apple. Eventually the average consumer would choose an SSD over an HDD due to the much higher speeds.

What is an NVMe? A Non-Volatile Memory Express (NVMe) is an open logical-device interface specification used to access the computers non-volatile storage. Given that the NVMe works on a different communication protocol than the SSD, it allows it to take the full potential of the transfer speed by allowing operations to be done in parallel and handle more queues with more commands per queue. If you want to learn more about the specifications of the NVMe, you may take a look at the nvmexpress.org. The NVMe specification was initially introduced back in 2011, but only recently they begun to become affordable to the average consumer and there are many people now switching their preferences towards the NVMe's. A typical NVMe with 1TB of storage would cost about 100$ and up.

Speed - The NVMe. The NVMe uses the PCIe bus allowing to transfer data at higher speeds, often hitting 3Gb/s depending on the model. This removes any potential bottlenecks between the storage device and the hardware, allowing the NVMe read and write data at the highest potential speed available.

The SSD. The SSD uses the SATA bus which uses the AHCI protocol to communicate. Since the AHCI bus standard was introduced in 2004 and was never optimized for SSDs and hence, it causes a bottleneck for SSDs by preventing data to be transferred higher than 600mb/s.

[Please click here to read a full article.](#)

Best recommendations include using the structured interview process and using the behavioral interview question   structure. The first concept -that of the structured interview - requires you to develop a set series of questions related to the KSAOs (knowledge, skills, and   abilities, person-ality, and technical skills) of each candi-date. Further, develop a way to assess answers by a panel of   interviewers who use the same criteria.

Perhaps the easier of these two improvements is to ask behavioral questions. In other words, ask what the candidate <u>did</u> in previous situations. Ask 'what did you do when…", 'tell me about a time when', or similar questions that relate to the requirements of the job. Your goal is to hear about the behaviors the candidate has lived and then to

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consider how that behavior fits your role, team, and office. You want to get sufficient detail about candidates' thinking and performance to assess the truthfulness of their stories. Further, you want to consider how past experience might affect the need for training at your shop, as well as what performance can be expected in the first 90 days on the new job.

<u>**Final Thoughts**</u>

If your goal is to hire talent that contrib-utes to your team and your goals, consider how the answers to your interview ques-tions reveal candidates' fit with your company culture, including its mission and goals. You need to know a candidate has the right knowledge, skills, and abilities, but there is more. Assess motivation, val-ues, work habits in order to hire well.

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And her tragedy brought to mind that we could regard the people around us with a second look. With the holidays approaching, many people face personal challenges and memories. Does your company culture give a sense of caring about everyone's well-being? Here are a few ideas for meeting needs of team members:

Replace the company party with something meaningful to the introverts as well as extraverts.

Discuss kindness and the ways one can communicate it within the office and to clients

Ask the team to select a community service project or drive, such as:

- Bean's Café
- Food Bank
- Toys for Tots
- USO Alaska
- Other bona fide programs in your community
- On behalf of the team, make a company-wide donation of $25 per employee
- Consider floating holidays in place of specific dates: work might be someone's preference

Even with the value of community service, an activity is often less impactful than individual actions and conversations. Remember Adam Grant's statement? It is not about hoping you can make someone feel better – it is seeing them, having them get the sense of being seen (individually recognized).

At DanTech Services, we strive to know each of you and to contribute to your sense of being valued. Seeing you for you. We hope that the holidays are spent the way you find most peaceful and fulfilling.

WITH SINCERE APPRECIARTION WE WISH YOU AND YOUR TEAM A LOVELY HOLIDAY SEASON!

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